



MEGT

AUSTRALIAN APPRENTICESHIPS CENTRE

Australian Apprenticeships
An employment / training option
for people with a disability,
injury or illness



Australian Apprenticeships:

- 1. Who is MEGT and what do we do?**
- 2. What is an Australian Apprenticeship?**
- 3. Who is involved?**
- 4. Apprentice and traineeship options ...**
- 5. Standard Employer Incentives available ...**
- 6. Disabled Australian Apprentice Wage Support (DAAWS)**
 - Eligibility Criteria**
 - Wage Support for employer**
 - Off-the job support**
 - Forms required**
- 7. Benefits of Australian Apprenticeships for People with a Disability and Employers**

Who is MEGT?

MEGT (Australia) Ltd is an Australian Apprenticeships Centre with over 420 staff nationally, focussing on:

- ❖ Traineeships
- ❖ Apprenticeships
- ❖ Training



What is an Australian Apprenticeship?

- ❖ Employment based training!
- ❖ Contracted relationship between Australian Apprentice and an employer
- ❖ There are over 500 nationally recognised traineeships or traditional apprenticeships to choose from
- ❖ Qualifications can range from Certificate Level 2 to 4 (some Diplomas or Advanced Diplomas)
- ❖ Can be full-time, part-time or school based

Who is involved in Australian Apprenticeships?

- ❖ Australian Apprenticeships Centre (AAC)
- ❖ Employer
- ❖ Apprentice/Trainee (AA) + (parent if under 18)
- ❖ Registered Training Organisation (RTO) – TAFE, private providers
- ❖ State Training Authority (STA) - DET in NSW
- ❖ Department of Education, Employment and Workplace Relations (DEEWR)

Additional parties may include:

- ❖ Disability Employment Service (DES) provider
- ❖ Job Services Australia (JSA)
- ❖ School

What does an Australian Apprenticeships Centre do?

- ❖ Provide advice to all parties on:
 - ~ vocations;
 - ~ incentives, claims;
 - ~ other benefits (eg DAAWS – Disabled Australian Apprentice Wage Support)
- ❖ Completes and lodges National Training Contracts with relevant State Training Authority
- ❖ Determine eligibility for incentives & process payments
- ❖ Keep in contact with AAs and Employers to monitor progress
- ❖ Notify the RTO once AA is signed up
- ❖ Market and promote Australian Apprenticeships and the benefits of employing People with a Disability.

2. Select an industry and then submit

Resources and Infrastructure (RII09) is a rationalisation of 6 Training packages: **Coal MNC**; **Metalliferous Mining MNM05**; **Extractive Industries MNQ**; **Drilling DRT** and; **Civil Construction BCC** and **RII06**.

The **Construction and Plumbing Services Integrated Framework (CPC08) Training Package** is a rationalisation of the following 3 Training Packages: **General Construction BCG**; **Plumbing and Services BCP**; **Off-Site Construction BCF**.

[Submit](#)

- ☐ Aeroskills MEA
- ☐ Amenity Horticulture RTF
- ☐ Animal Care and Management ACM
 - Animal Care and Management RUV
- ☐ Asset Maintenance PRM
- ☐ Asset Security PRS
- ☐ Australian Meat Industry MTM
- ☐ Automotive Retail, Service & Repair AUR
- ☐ Automotive Manufacturing AUM
- ☐ Aviation Industry AVI
 - Aviation Industry TDA
- ☐ Beauty WRB
- ☐ Business Services BSB
- ☐ Caravan Industry THC
- ☐ Chemical, Hydrocarbons and Refining PMA
- ☐ Community Recreation SRC
- ☐ Community Services CHC
- ☐ Conservation and Land Management RTD
- ☐ Construction and Plumbing Services Integrated Framework CPC
 - Off-Site Construction BCF
 - General Construction BCG
 - Plumbing and Services BCP
- ☐ Correctional Services CSC
- ☐ Electricity Supply Industry Generation Sector UEP
- ☐ Electricity Supply Industry Transmission, Distribution & Rail Sector UET
- ☐ Electrotechnology UEE
 - Lift Industry UTL
- ☐ Entertainment CUE
- ☐ Financial Services FNS
- ☐ Fitness Industry SRF
- ☐ Floristry WRF
- ☐ Food Processing FDF
- ☐ Forest and Forest Products FPI
- ☐ Funeral Services SIF
 - Funeral Services WFS
- ☐ Furnishing LMF
- ☐ Gas Industry UEG
- ☐ Hairdressing WRH
- ☐ Health HLT
- ☐ Information Technology ICA
- ☐ Laboratory Operations MSL
 - Laboratory Operations PML
- ☐ Local Government LGA
- ☐ Manufactured Mineral Products PMC
- ☐ Manufacturing MSA
 - Competitive Manufacturing MCM
- ☐ Maritime TDM
- ☐ Metal and Engineering MEM
- ☐ Museum and Library/Information Services CUL
- ☐ Music CUS
- ☐ Outdoor Recreation SRO
- ☐ Plastics, Rubber and Cablemaking PMB
- ☐ Printing and Graphic Arts ICP
- ☐ Property Services CPP
 - Property Services PRD
- ☐ Public Safety PUA
- ☐ Public Sector PSP
- ☐ Pulp and Paper Manufacturing Industries FPP
- ☐ Racing RGR
- ☐ Resources and Infrastructure RII
 - Civil Construction BCC
 - Drilling DRT
 - Coal MNC
 - Metalliferous Mining MNM
 - Extractive Industries MNQ
- ☐ Retail SIR
- ☐ Rural Production RTE
- ☐ Screen and Media OR Film, TV & Radio CUF
- ☐ Seafood Industry SFI
- ☐ Sport SRS
- ☐ Sugar Milling SUG
- ☐ Telecommunications ICT
 - Integrated Telecommunications
- ☐ Textiles, Clothing and Footwear LMT
- ☐ Tourism, Hospitality and Events SIT
 - Hospitality THH
- ☐ Training and Education TAE
 - Training and Assessment TAA
- ☐ Transport and Logistics TLI
 - Transport and Distribution TDT
- ☐ Visual Arts, Craft and Design CUV
- ☐ Water Industry NWP

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Minimum Hours

- ❖ Traineeships: 15 – 38 hrs per week (including structured training) in NSW
- ❖ Apprenticeships must be Full Time in NSW (35-38 hours)
- ❖ Australian School-based Apprenticeships – 8 hours per week (**Usually AA not paid for training – employer to check, depending on Award)

Standard Employer Incentives Available

Certificate II qualifications:

- \$1250 paid at 3 months – for People with a Disability, Indigenous Australians and Stream 4 Job Service Australia clients only,

Certificate III, IV, Diploma and Advance Diploma qualifications:

- \$1500 payable at the 3 month point,
- \$2500 payable on successful completion of the training contract.

User Choice *

Some Australian Apprenticeships may have User Choice available for the training component. This is where the State Governments fund RTOs to deliver training in specific Australian Apprenticeships (This may differ from state to state). Employers and/or AAs can decide to use one of these RTOs (from a list provided) and therefore only pay the gap in the fees. If they decide to choose a different RTO it would be under a full fee-for-service arrangement.

Please note - Funding/support can change at any time – check with your MEGT representative for latest information and eligibility criteria (current as at 1st April 2011)

DAAWS

Disabled Australian Apprentice Wage Support



DAAWS consists of the following

Wage Support

Wage support paid to employers of AAs with disabilities.

Tutorial Assistance

Assistance provided to an AA by a tutor which supports, and is additional to, the standard off-the-job training for an Australian Apprenticeship.

Mentor Assistance

Assistance provided to an AA with organisational or personal issues which may impact upon the ability of the AA to undertake their off-the-job training. Mentoring may take place on or off-the-job but should address difficulties experienced with the off-the-job component.

Interpreter Assistance

Assistance provided by an interpreter to assist an AA to comprehend aspects of the off-the-job training and is usually provided for those with disabilities such as visual or hearing impairment.

Who Can Apply?

- ❖ Anyone who has been assessed as having a disability or obtains a disability whilst in an Australian Apprenticeship.
 - ~ They may self identify on the Training Contract; or
 - ~ It may be identified by the RTO; or
 - ~ The AAC may be informed by the school, the employer or a DES provider prior to sign up.

- ❖ Applications can also be made at a later date due to the following circumstances:
 - ~ AA may not disclose disability at sign up; or
 - ~ AA may want to try without assistance; or
 - ~ The AA becomes disabled during the course of the Australian Apprenticeship – either permanently or temporarily.

DAAWS Eligibility Criteria

Initial Assessment

The Primary Eligibility criteria must be met firstly. This includes:

- ❖ Employment and Training Arrangements; and
- ❖ Citizenship Status; and
- ❖ Worker; and
- ❖ Previous and Concurrent Qualifications

DAAWS Eligibility Criteria

Disability Assessment

- ❖ **The AA has a disability which will impact upon their performance of the employment-based duties of the Australian Apprenticeship position; and**
- ❖ Medication or basic self-management strategies have been assessed and it has been determined that they do not overcome the impact of the disability on the employment-based duties
(eg ADD/ADHD are not eligible unless other disabilities are present which will impact); and
- ❖ The AA will be able to carry out the duties of the occupation given suitable support.

DAAWS Eligibility Criteria

Specific Exclusions

- ❖ They are participating in a Supported Wage Arrangement where they are paid according to productivity/competency based arrangement as a proportion of the parent award; or
- ❖ Their employer is receiving any other form of Australian Government or State Government wage subsidy or equivalent assistance, for their employment.

Wage Support

DAAWS is paid at the rate of:

- ❖ \$104.30 per week for a full-time AA; or
- ❖ On a pro-rata scale according to the hours worked for a part-time or school-based AA
- ❖ Wage support is paid for the duration of the Australian Apprenticeship, however application to be renewed annually (letter of progression signed by AA, employer and RTO)

NOTE: This is paid as an alternative to employer incentives and the two options are generally discussed with an employer prior to application.

DAAWS Forms

Form 1288 Application Form

- ❖ AAC completes as much information as possible and obtain signatures from the AA and employer.
- ❖ AAC then arranges RTO to complete Addendum A, if applicable.



DAAWS Forms

Form 608 Occupational Assessment for an AA with Disability

Form 608a Evidence of Completion of a JCA for an AA with Disability

- ❖ AAC completes as much information as possible and obtain signatures from the AA and employer. AAC then arranges for the AA/parent/carer to either:
 - ~ Take Form 608 to a GP or registered Psychologist for completion;
 - OR
 - ~ If the AA is already registered with Disability Employment Service & had a Job Capacity Assessment (within last 6 months), Form 608a can be completed by representative of the Disability Employment Service.

*NOTE – If Form 608a is chosen, Form 608 must still be completed, signed and initialed by AA & employer.

Employment Assistance Fund

Previously known as Workplace Modifications & Auslan For Employment

Financial assistance for employers to modify workplaces to allow trainees or apprentices with a disability to carry out their work.

Contact: www.jobaccess.gov.au or 1800 464 800



Additional Special Incentives for Employers

Australian School Based Apprenticeships *

\$750 - Commencement

\$750 - Retention for continuing to employ a school-based apprentice after the student has completed Year 12

*** Must meet additional eligibility criteria** (information current as at 1st January 2010)

Additional Special Incentives for Employers contd...

Declared Drought Areas *

\$1,500 commencement for employers of Cert II AAs who have a current Exceptional Circumstances Drought Area certificate.

\$1,500 special completion for employers on successful completion of eligible Cert II AAs who attracted the Declared Drought Areas commencement.

Mature Aged Worker *

\$750 special commencement for employers of Cert II or higher level AA who is a disadvantaged person aged 45 years or more.

\$750 special completion for employers of AA successful completion who attracted a Mature Aged Worker special commencement incentive.

*** Must meet additional eligibility criteria** (information current as at 1st January 2010)

Additional Support for Australian Apprentices

Living Away From Home Allowance (LAFHA) *

An allowance paid directly to AA if they have had to move away from their parental/guardian home to commence or remain in an Australian Apprenticeship, or is homeless.

Support for Adult Australian Apprentices *

Direct payment paid to either an eligible AA or their employer to boost the wage of the AA or to subsidise the wage costs of the employer, depending on the AAs actual wage. Payments are \$150/week first year and \$100/week second year.

From 1 January 2010, AAs who are aged 25 or over when they commence an Australian Apprenticeship in a Cert III or IV trade experiencing a skills shortage maybe eligible to attract this support.

Tools for your Trade Payment *

Five tax exempt cash payments worth a total of \$5500 paid directly to AA. Provided to support with the costs of their training, purchases of relevant tools, and other costs associated with their Australian Apprenticeship.

*** Please note - support for AAs can change at any time – check with your MEGT representative for latest information and eligibility criteria (current as at 1st April 2010)**

Benefits of employing People with a Disability in Apprenticeships/ Traineeships

To Employers

- ❖ Gaining a skilled long term employee contributing to the future of their industry.
- ❖ Wage support available (\$104.30/week) rather than Commonwealth Incentives.
Eg. Full-time Cert III Mechanic – Employer could receive up to approx \$20,000 rather than \$4000 if apprentice takes full four (4) years.
- ❖ Additional on and off job support from RTO & Break Thru for their AA if required.
- ❖ Co-worker/employer support and training if required re: the disability.
- ❖ Workplace Modifications available if required.

To PWD / Parents / Carers

- ❖ Opportunity to gain a qualification rather than just a job.
- ❖ Job security.
- ❖ Additional 1:1 tutorial and mentoring/interpreter support available to help with theory.
- ❖ Additional on and off job support from RTO & affiliated Disability Employment Service provider.



Big enough to support you
Small enough to know you

